

Assembly Concurrent Resolution

No. 155

Introduced by Assembly Member Campos

March 28, 2016

Assembly Concurrent Resolution No. 155—Relative to Equal Pay Day.

LEGISLATIVE COUNSEL’S DIGEST

ACR 155, as introduced, Campos. Equal Pay Day

This measure would proclaim April 12, 2016, as Equal Pay Day in recognition of the need to eliminate the gender gap in earnings by women and to promote policies to ensure equal pay for all.

Fiscal committee: no.

- 1 WHEREAS, More than 50 years after the passage of the Equal
2 Pay Act, women, especially minority women, continue to suffer
3 the consequences of unequal pay; and
4 WHEREAS, According to a report by the National Partnership
5 for Women & Families, women in California earned a median of
6 \$0.84 for each dollar earned by men as of October 2014; and
7 WHEREAS, As reported by the United States Census Bureau,
8 women working full time, year round in 2013, typically earned 78
9 percent of what men earned, indicating little change or progress
10 in pay equity; and
11 WHEREAS, According to “The Simple Truth about the Gender
12 Pay Gap,” a report by the American Association of University
13 Women (AAUW), the gender pay gap is even larger for women
14 of color, where African American women earned 63 percent and
15 Latina women earned 54 percent of what men earned in 2014; and

1 WHEREAS, According to “Graduating to a Pay Gap,” a 2012
2 research report by the American Association of University Women
3 (AAUW), the gender pay gap is evident one year after college
4 graduation, even after controlling for factors known to affect
5 earnings, such as occupation, hours worked, and college major;
6 and

7 WHEREAS, In 2011, the Georgetown University Center on
8 Education and the Workforce found that college-educated women
9 working full time earn \$650,000 less than their male peers do over
10 the course of a lifetime; and

11 WHEREAS, In 2009, the Lilly Ledbetter Fair Pay Act was signed
12 into law, which gives back to employees their day in court to
13 challenge a pay gap. Now we must pass the Paycheck Fairness
14 Act, which would amend the Equal Pay Act by closing loopholes
15 and improving the law’s effectiveness; and

16 WHEREAS, In 2015, California passed SB 253, strengthening
17 the state’s existing Equal Pay Act by eliminating loopholes that
18 prevent effective enforcement of gender-based discrimination and
19 empowering employees to discuss pay without fear of retaliation,
20 providing one more tool to tackle the problem; and

21 WHEREAS, Nearly four in 10 mothers are primary breadwinners
22 in their households and nearly two-thirds are primary or significant
23 earners, making pay equity critical to families’ economic security;
24 and

25 WHEREAS, A lifetime of lower pay means women have less
26 income to save for retirement and less income counted in a social
27 security or pension benefit formula; and

28 WHEREAS, Fair pay equity policies can be implemented simply
29 and without undue costs or hardship in both the public and private
30 sectors; and

31 WHEREAS, Fair pay strengthens the security of families today
32 and eases future retirement costs while enhancing the American
33 economy; and

34 WHEREAS, Tuesday, April 12, symbolizes the time in 2016
35 when the wages paid to American women catch up to the wages
36 paid to men from the previous year; now, therefore, be it

37 *Resolved by the Assembly of the State of California, the Senate*
38 *thereof concurring*, That the Legislature proclaims Tuesday, April
39 12, 2016, as Equal Pay Day in recognition of the need to eliminate

- 1 the gender gap in earnings by women and to promote policies to
- 2 ensure equal pay for all; and be it further
- 3 *Resolved*, That the Chief Clerk of the Assembly transmit copies
- 4 of this resolution to the author for appropriate distribution.

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